

keep it public – **keep it local**

PROB/08/2014

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CAMPAIGN TO STOP THE SELL-OFF

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The ability of the government to sell off the Community Rehabilitation Companies before the next election remains unclear. UNISON understands that the announcement of the preferred bidders for each of the CRCs may be delayed by up to two months, from September possibly to November.

If this is confirmed, it will indicate that the MOJ has run into real difficulties, either with the quality of the bids from some of the bidders, or with being able to

deliver on their promise of a diverse set of CRC providers: private sector, voluntary sector and staff mutuals. Accompanying this bulletin is a model letter which UNISON members working for both the NPS and CRCs are encouraged to send to their MP, opposing the sell-off.

If you have not already done so, please also sign the 'Stop the Sell Off' petition on the government e-petition web-site:

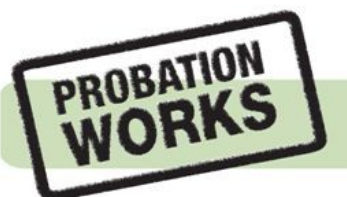
<http://epetitions.direct.gov.uk/petitions/66795>



provide the data which the bidders need to be able to put in competent bids.

Some key bidders are also known to have opted out of the bidding process. This leaves the MOJ with some difficult presentational problems if they cannot

UNISON has submitted a Freedom of Information request to the Cabinet Office to find out what scrutiny has taken place of the CRC procurement process by the Major Projects Authority which conducts reviews of all major privatisation to ensure that they are in the public interest.



INTERNATIONAL LABOUR ORGANISATION AGREES TO RECEIVE JOINT UNION REFERRAL

You will remember that back in February, UNISON/ Napo/GMB jointly referred the UK government to the International Labour Organisation (ILO) over a breach of the ILO Forced Labour Convention caused by the privatisation of unpaid work in London Probation Trust.

In a letter to the unions in July this year, the ILO confirmed that our representation was receivable and that the ILO was setting up a tri-partite committee to examine the matter.

This is great news and keeps up the pressure on the MOJ over its privatisation plans.



LOCKHEED MARTIN ICT CONTRACT



UNISON's legal department has now written to NOMS to seek disclosure of key aspects of the MOJ contract to let key NPS/CRC ICT functions to American outsourcing giant Lockheed Martin. This action is with a view to protecting UNISON members' interests

Since the contract was let to Lockheed Martin in 2012, NOMS/ MOJ has failed to consult the recognised trade unions over the transfer of work to Lockheed Martin and has not been open about the implications of the transfer of work to the private company for staff working in ICT for the NPS or CRCs.

LOBBY OF PARLIAMENT

Napo has invited UNISON members to join with them in a lobby of Parliament on 3 September. This is an opportunity, if you can attend, to speak directly to your MP about your experience of TR and emphasize why it is so important that we stop the sell-off of the CRCs.

The arrangements for the lobby are as follows:

Wednesday 3 September 2014

Rally: 14.00 – 15.30 in Committee Room 14

You can write to your MP in advance of the day and ask to meet with him/her on the day and also encourage him/her to attend the rally at which MPs can find out more about the problems of TR and the campaign to stop the sell-off.

If you are able to attend, please contact Kath Falcon at Napo to let her know that you are intending to be there. Her email address is: kfalcon@napo.org.uk

FIRST MEETING OF NATIONAL NEGOTIATING BODY

The national agreement on staff transfer and protections which UNISON members voted for at the start of this year, guaranteed that national collective bargaining over pay and conditions would continue for both NPS and CRC staff after the staffing split on 1 June this year.

The first meeting of the new National Negotiating Council (NNC) took place on 25 July. The NNC covers both the NPS and each of the CRCs and oversees the pay and conditions of staff in both organisations. On the employers side of the NNC we have managers from the NPS and the CRCs; on the trade union side there is UNISON and Napo. The work of the NNC is delegated between meetings to the employers' side and trade union side secretaries (the Joint Secretaries).

The following outcomes were achieved at the first meeting:

New NNC constitution agreed: this creates a single bargaining committee to cover both NPS and CRCs

Joint Secretaries to issue guidance via joint circular to NPS Divisions and CRCs regarding:

- Model NPS Divisional Joint Consultative Council (JCC) constitutions – setting out the way in which NPS Divisions and unions should work together at local level
- Model CRC Joint Negotiating and Consultative Council (JNCC) constitutions – providing the basis for the setting up of local negotiations and consultation between each CRC and the staff unions
- NPS National Health and Safety Forum: to cover England and Wales
- NPS/CRC National ICT Forum: to allow for discussion of ICT issues in both NPS and CRCs

Trade Union Recognition Agreement ratified for NPS. UNISON, Napo and GMB (senior staff) are

the three recognised NPS and CRC trade (joint circular to follow)

Staff Commission agreed: will hear cases of appeal against the NPS/CRC staff assignment process via an independent panel (joint circular to follow)

Employers agreed to respond to unions' 2014 pay claim in the next four weeks: you will remember that UNISON and Napo have claimed an above inflation pay rise for 2014. The pay rise was due on 1 April.

Work to restart on NPS measures: this involves the potential harmonisation of former Probation Trust procedures and policies for staff transferred to the NPS. This can only be done with the agreement of staff and their trade unions.

Joint Secretaries to report on the implementation to date of the enhanced Voluntary Redundancy (VR) scheme and on plans for future roll out of further VR offers

Joint Secretaries to meet to discuss how the national Workload Prioritisation/Employee Care Agreement (Workload Management) will now roll out to the NPS and each CRC: with all the problems that we are seeing now with staffing shortages following the staffing split in June 2014, this is a really vital piece of work which must be prioritised. The NPS and each CRC are required to put in place a system for managing workloads, similar to that which was in operation in most Probation Trusts prior to June this year.

The unions were unable to agree to the trade union facilities agreement proposed by NOMS because it was not clear what amount of trade union facility time would be granted under the proposals. Trade union facility time is granted by the employer to allow unions to represent and consult with members, meet with management and negotiate on local issues. Instead of reaching agreement on the NOMS proposals, it was agreed that we would monitor the amount of facility time being used by the trade unions for a period of six months.

MODEL LETTER FOR MPs

Accompanying this newsletter you will find a model letter for you to modify with your personal details to send to your MP to ask him or her to contact the Justice Secretary over the CRC sell-off.

You can find your MP's details here:

<http://www.theyworkforyou.com/mps/>

If you are going to the lobby of Parliament on 3 September, please ADD a final paragraph in the letter asking to meet your MP on the day.



WHERE'S YOUR PAY RISE?!

You may be wondering what has happened to your pay rise for 2014; it was due on 1 April after all.

Back in the spring, the unions submitted a claim for an above inflation pay rise on all pay points. At long last, the Ministry of Justice has agreed to open negotiations on this year's award.

It is quite normal, but very frustrating, for the civil service to delay opening pay talks well into the autumn. This is usually due to the Treasury dragging its feet over permission to start the talks. We will let you have an update as soon as the talks start.

UNISON is campaigning to improve the pay of its members across the public sector this year. Our members in local government took strike action on 10 July over their 1% pay offer and a further strike day is planned for 14 October.

UNISON NHS members will be balloted at the end of August for their own industrial action in response to the refusal of the government to give the majority of health workers the 1% pay rise recommended by the health pay review body.



JOIN UNISON

If you are reading this as a non-union member in the Probation Service, it is not too late to become a member of UNISON and help keep Probation Services public and local. The more members we have, the stronger we can be on your behalf.

Speak to your local UNISON representative for details of how to join or

Call us free on 0800 171 2193 or join online at: www.joinunison.org